



# 1Z0-1047<sup>Q&As</sup>

Oracle Absence Management Cloud 2019 Implementation Essentials

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### QUESTION 1

What is the difference between an absence type and an absence plan?

- A. Absence types can be seen only by employees whereas absence plans can be seen only by administrators.
- B. Absence types are linked to payroll elements whereas absence plans only calculate entitlements.
- C. Absence types can be grouped under Absence Reasons whereas absence plans are grouped under absence categories.
- D. Absence types are used to record absence entries whereas absence plans are used to grant and deduct entitlements.

Correct Answer: D

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### QUESTION 2

Which three types of Exceptions can be linked to a work schedule? (Choose three.)

- A. Work shifts
- B. Work patterns
- C. Resource exception
- D. Calendar event category
- E. Non working days
- F. Calendar events

Correct Answer: CEF

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### QUESTION 3

A customer has the following absence records:

Absence Dates	Absence Status
1) 01 April 2017 to 05 April 2017	Submitted
2) 06 May 2017	Submitted
3) 12 May 2017	Withdrawn
4) 19 July 2017	Awaiting approval
5) 20 August 2017 to 28 August 2017	Submitted
6) 30 August 2017	Saved

You run the "Evaluate Absence" process with an effective date of 07 April 2017.

Which absences will be processed?



- A. 1, 2, 4, 5
- B. 1, 4, 5
- C. 2, 4, 5, 6
- D. 2, 4, 5
- E. 4, 5
- F. 2, 3, 4, 5, 6

Correct Answer: A

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#### QUESTION 4

You have a requirement to base the accrual definition on Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

- A. Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- B. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.
- C. Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- D. Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

Correct Answer: B

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#### QUESTION 5

Your client wants only those employees who have completed one year of service to be eligible for an absence type.

Which two configurations should you perform so that employees will not see this absence type until they are eligible? (Choose two.)

- A. Use the Hire date option that is available in the Eligibility Profile under employment.
- B. Set the Waiting Period field on the Participation page to one year from the Enrollment Start Date.
- C. Create a derived factor of Type Length of service (by checking the length of service for one year), and call this derived factor in the Eligibility profile on the participation page.
- D. Set the Vesting Rule, duration and UOM on the Accrual Attributes page to .Elapsed Period, 1, Years.

Correct Answer: AC

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